DOCUMENT RESUME

ED 365 388 JC 940 065

TITLE Academic Faculty Salary Study for 1991-92 at Principal Land Grant Universities and Academic Faculty Salary Study for 1991-92 at Medium-Enrollment Urban Community Colleges.

INSTITUTION Nevada Univ. and Community Coll. System, Reno. Office of the Chancellor.

PUB DATE Dec 92

NOTE 22p.

PUB TYPE Statistical Data (110) -- Reports - Research/Technical (143)

EDRS PRICE MF01/PC01 Plus Postage.

DESCRIPTORS *College Faculty; *Community Colleges; Comparative Analysis; *Compensation (Remuneration); Employment Patterns; Higher Education; *Land Grant Universities; National Surveys; *Teacher Salaries; Two Year Colleges

IDENTIFIERS *University and Community College System of Nevada

ABSTRACT

Presenting data on academic faculty salaries and compensation nationwide and in the University and Community College System of Nevada (UCCSN), this report highlights two studies of salaries at 51 land grant universities and at 42 medium-enrollment urban community colleges for the years 1985-86 through 1991-92. Data for both studies were obtained from the American Association of University Professors' annual survey of faculty compensation, and each study is divided into two sections dealing with national data and UCCSN data, respectively. The first part presents data on public universities, collecting information on salaries and compensation for one university from each state and both the University of Nevada, Las Vegas (UNLV) and the University of Nevada, Reno (UNR). This section indicates that in 1991-92 the average national salary rose 7.2% from the 1989-90 averages, the average UNR salary rose 11.1% in the same period, while the average UNLV salary rose only 4%. The second part presents data on 42 urban community colleges and two Nevada community colleges, Community College of Southern Nevada (CCSN) and Truckee Meadows Community College (TMCC). Data in this part indicate that average community college salaries in 1991-92 rose nationally 10.3% from the 1989-90 averages, the average CCSN salary rose 13.7% over the same period, while the average TMCC salary rose 9.2%. Tables of salaries and institutional rankings for 1985-86 through 1991-92 are included. (ECC)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 365 388

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

W. Fox

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

X This document has been reproduced as received from the person or organization originating it

☐ Minor changes have been made to improve reproduction quality

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy

JC 940 065

BEST COPY AVAILABLE

UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA
BOARD OF REGENTS

Carolyn M. Sparks, Chairman
Shelley Berkley
Jill Derby
V. James Eardley
Joseph M. Foley
Dorothy S. Gallagher
Madison Graves II
Lonnie Hammargren
Daniel J. Klaich
Nancy Price
June F. Whitley

Mark H Dawson, Chancellor

ACADEMIC FACULTY SALARY STUDY FOR 1991-92 AT PRINICPAL LAND GRANT UNIVERSITIES

and

ACADEMIC FACULTY SALARY STUDY FOR 1991-92 AT MEDIUM-ENROLLMENT URBAN COMMUNITY COLLEGES

Prepared by
Office of Academic Affairs

TABLE OF CONTENTS

Page 1	Academic Faculty Salary Study for 1991-92 at Principal Land Grant Universities
Page 10	Academic Faculty Salary Study for 1991-92 at Medium-Enrollment Urban Community Colleges

ACADEMIC FACULTY SALARY STUDY FOR 1991-92

AT PRINCIPAL LAND GRANT UNIVERSITIES

Introduction

This study covers faculty salaries and compensation at 51 universities for the 1991-92 academic year. Results of the study may be found in two sections. Section A covers results of the entire national sample. Section B covers results of the University of Nevada, Las Vegas (UNLV) and the University of Nevada, Reno (UNR). Complete rankings of all institutions may be found on pages 8 and 9.

The sample of 51 institutions utilized in this study consists of mostly land grant universities. In a few cases, another public university has been substituted for the state land grant university if the land grant university was not thought to be comparable to the rest of the sample. One university is included from each state in the United States, with the exception of Nevada which has both UNLV and UNR in the sample.

This sample was first used by Blatz and Dobra[1] in A Comparative Analysis of Faculty Compensation at Principal Land Grant Universities published in 1986, 1988 and 1990. This study draws comparisons with the findings in, and utilizes data from, those three surveys. The data for 1991-92 in this study were obtained from the American Association of University Professors' survey, which is published on an annual basis in Academe magazine. This same data source was utilized for unadjusted salary and

---

[1] Robert E. Blatz, Jr. and John L. Dobra, "A Comparative Analysis of Faculty Compensation at Principal Land Grant Universities," Bureau of Business and Economic Research, University of Nevada, Reno, (April 1986), (May 1988), (June 1990).

compensation figures by Blatz and Dobra in their three previous studies.

Salary and compensation figures for each university in the sample are averages for faculty at all ranks-- professors, associate professors, assistant professors, instructors, and lecturers. The averages were computed using each institution's respective distribution. In Section B, salary and compensation data is presented by rank for UNLV and UNR.

Section A– Salary Study Results, National

Table 1 shows salary and compensation characteristics of highest average salary, top quartile, mean, median, and lowest average salary for 1991-92 as well as for 1989-90, 1987-88, and 1985-86. The average salary of the 1991-92 sample increased 7.2% from the 1989-90 averages. For compensation, the average of the sample increased 6.4%. Both of these percentage increases are lower for the two-year period when compared to the percentage increases between 1987-88 and 1989-90 of 13.6% and 16.0% for average salary and average compensation respectively. The modest gains of the past two years occurred during a recessionary economic cycle when many states faced budget shortfalls and universities were forced to cut budgets, including Nevada institutions.

As Table 1 shows, the highest average salary in the 1991-92 sample was $62,500 from Rutgers University-New Brunswick, a percentage increase of 13.8% from the highest average salary in 1989-90. Purdue University reported the top quartile salary of $51,300, a percentage increase of 3.6% from the top quartile salary in 1989-90. The median salary of $47,400, that of Texas A & M, is an increase of 8.0% from the median in 1989-90. South Dakota State University, at $34,700, was the low salary institution in the sample as it was in 1989-90. The lowest average salary increased 8.1% over the two

TABLE ONE: SALARY AND COMPENSATION CHARACTERISTICS
1991-92, 1989-90, 1987-88, AND 1985-86

SALARY

		Institution	Salary
1991-92	HIGH	Rutgers-New Brunswick	$62,500
	TOP QTL	Purdue	$51,300
	MEAN		$47,500
	MEDIAN	Texas A & M	$47,400
	LOW	South Dakota State	$34,700
1989-90	HIGH	Connecticut-Storrs	$54,900
	TOP QTL	Wisconsin-Madison	$49,500
	MEAN		$44,300
	MEDIAN	Colorado State	$43,900
	LOW	South Dakota State	$32,100
1987-88	HIGH	Connecticut-Storrs	$48,400
	TOP QTL	Maryland-College Park	$42,500
	MEAN		$39,000
	MEDIAN	Nevada-Reno	$38,400
	LOW	South Dakota State	$29,400
1985-86	HIGH	Alaska-Fairbanks	$44,800
	TOP QTL	Florida-Gainesville	$37,400
	MEAN		$35,100
	MEDIAN	Rhode Island	$34,600
	LOW	Montana State	$26,800

TABLE ONE Continued: SALARY AND COMPENSATION CHARACTERISTICS
1991-92, 1989-90, 1987-88 AND 1985-86

COMPENSATION

		Institution	Compensation
1991-92	HIGH	Rutgers-New Brunswick	$78,200
	TOP QTL	Hawaii-Manoa	$63,800
	MEAN		$58,500
	MEDIAN	Nebraska	$58,700
	LOW	South Dakota State	$40,400
1989-90	HIGH	SUNY-Buffalo	$68,900
	TOP QTL	Iowa State	$61,700
	MEAN		$55,000
	MEDIAN	Colorado State	$52,800
	LOW	South Dakota State	$37,200
1987-88	HIGH	Alaska-Fairbanks	$60,500
	TOP QTL	Arizona	$52,500
	MEAN		$47,400
	MEDIAN	Iowa State	$47,200
	LOW	South Dakota State	$33,800
1985-86	HIGH	Alaska-Fairbanks	$54,900
	TOP QTL	Purdue	$46,000
	MEAN		$42,400
	MEDIAN	Texas A & M	$41,500
	LOW	South Dakota State	$31,100

years since 1989-90.

As Table 1 shows, the highest average compensation in the 1991-92 sample was $78,200 from Rutgers University-New Brunswick, a percentage increase of 13.5% from the highest average compensation in 1989-90. The University of Hawaii-Manoa reported the top quartile compensation of $63,800, a percentage increase of 3.4% from the top quartile compensation in 1989-90. The median compensation of $58,700, that of the University of Nebraska-Lincoln, is a percentage increase of 11.2% from the median compensation in 1989-90. South Dakota State University, at $40,400, was the low compensation institution in the sample as it was in 1989-90. The lowest average compensation increased 8.6% over the two years since 1989-90. Complete rankings of all institutions may be found on pages 8 and 9.

Section B: Salary Study Results, UNLV and UNR

Table 2 shows salary and compensation characteristics of salary, percentage change, and ranking in the sample for UNLV and UNR. Between 1989-90 and 1991-92, the UNLV average salary for all ranks increased by 4.0% and the average compensation increased by 4.7%. In the ranking of the sample of 51 institutions, UNLV fell from 30 to 34 in average salary and from 38 to 39 in compensation.

Between 1989-90 and 1991-92, the UNR average salary for all ranks increased by 11.1% and the average compensation increased by 11.4%. In the ranking of the 51 institutions, UNR rose to 23 from 27 in average salary and to 32 from 34 in average compensation. Table 3 presents average salary and compensation data for UNLV and UNR by rank.

TABLE TWO: UNLV AND UNR SALARY AND COMPENSATION CHARACTERISTICS
1985-86, 1987-88, 1989-90 AND 1991-92

	1985-86	1987-88	1989-90	1991-92
UNLV				
SALARY	$33,500	$37,210	$43,182	$44,925
% Change	-------	11.1%	16.0%	4.0%
Rank	33	30	30	34
COMP	$38,400	$42,684	$50,100	$52,464
% Change	-------	11.2%	17.4%	4.7%
Rank	43	38	38	39
UNR				
SALARY	$34,000	$38,393	$43,646	$48,502
% Change	-------	12.9%	13.7%	11.1%
Rank	28	26	27	23
COMP	$38,900	$44,024	$50,351	$56,064
% Change	-------	13.2%	14.4%	11.4%
Rank	39	31	34	32

TABLE THREE: UNLV AND UNR SALARY AND COMPENSATION CHARACTERISTICS BY RANK FOR 1991-92

SALARY

Rank	UNLV	# Faculty	UNR	# Faculty
Professor	$59,992	135	$61,099	133
Associate Professor	$48,307	166	$46,543	115
Assistant Professor	$39,151	206	$39,469	101
Instructor	-------	0	$31,434	5
Lecturer	$29,473	91	$31,859	26

COMPENSATION

Rank	UNLV	# Faculty	UNR	# Faculty
Professor	$69,250	135	$69,916	133
Associate Professor	$56,222	166	$53,908	115
Assistant Professor	$46,028	206	$46,124	101
Instructor	-------	0	$37,283	5
Lecturer	$35,274	91	$37,797	26

91-92 University
Faculty Salaries

	University	Salary	% Above or Below Median	% Above or Below Top Qtl
1.	Rutgers-New Brunswick	$62,502	32.0%	21.7%
2.	Connecticut-Storrs	$57,685	21.8%	12.4%
3.	SUNY-Buffalo	$57,541	21.5%	12.1%
4.	California-Davis	$55,122	16.4%	7.4%
5.	Ohio State-Columbus	$54,251	14.6%	5.7%
6.	Illinois-Urbana	$54,000	14.0%	5.2%
7.	Hawaii-Manoa	$53,685	13.4%	4.6%
8.	Maryland-College Park	$53,549	13.1%	4.3%
9.	Minnesota	$53,246	12.4%	3.7%
10.	Massachusetts-Amherst	$53,185	12.3%	3.6%
11.	Michigan State	$52,484	10.8%	2.2%
12.	Wisconsin-Madison	$52,226	10.3%	1.7%
13.	Purdue (TOP QUARTILE)	$51,344	8.4%	0.0%
14.	Virginia Tech	$51,058	7.8%	0.6%
15.	Rhode Island	$50,908	7.5%	-0.8%
16.	Kentucky	$50,410	6.4%	-1.8%
17.	Iowa State	$50,258	6.1%	-2.1%
18.	N C State	$50,091	5.8%	-2.4%
19.	Delaware	$49,946	5.5%	-2.7%
20.	Penn State	$49,699	4.9%	-3.2%
21.	Nebraska-Lincoln	$48,779	3.0%	-5.0%
22.	Florida-Gainesville	$48,517	2.5%	-5.5%
23.	NEVADA-RENO	$48,502	2.4%	-5.5%
24.	Colorado State	$48,380	2.2%	-5.8%
25.	Arizona	$47,426	0.1%	-7.6%
26.	Texas A&M (MEDIAN)	$47,358	0.0%	-7.8%
27.	Vermont	$46,769	-1.2%	-8.9%
28.	Tennessee	$46,059	-2.7%	-10.3%
29.	Louisiana State	$45,948	-3.0%	-10.5%
30.	Georgia	$45,683	-3.5%	-11.0%
31.	Alaska-Fairbanks	$45,134	-4.7%	-12.1%
32.	New Hampshire	$44,995	-5.0%	-12.4%
33.	Clemson	$44,935	-5.1%	-12.5%
34.	NEVADA-LAS VEGAS	$44,925	-5.1%	-12.5%
35.	Oklahoma State	$44,466	-6.1%	-13.4%
36.	Washington State	$44,103	-6.9%	-14.1%
37.	Wyoming	$43,919	-7.3%	-14.5%
38.	Maine-Orono	$43,291	-8.6%	-15.7%
39.	Oregon State	$43,196	-8.8%	-15.9%
40.	Auburn	$43,053	-9.1%	-16.1%
41.	Arkansas	$42,724	-9.8%	-16.8%
42.	Missouri-Columbia	$42,668	-9.9%	-16.9%
43.	Idaho	$42,523	-10.2%	-17.2%
44.	Kansas State	$41,517	-12.3%	-19.1%
45.	West Virginia	$41,359	-12.7%	-19.4%
46.	New Mexico State	$40,776	-13.9%	-20.6%
47.	Montana State	$39,660	-16.3%	-22.8%
48.	Mississippi State	$39,444	-16.7%	-23.2%
49.	North Dakota State	$38,565	-18.6%	-24.9%
50.	Utah State	$37,693	-20.4%	-26.6%
51.	South Dakota State	$34,688	-26.8%	-32.4%

91-92 University
Compensation

	University	Compensation	% Above or Below Median	% Above or Below Top Qtl
1.	Rutgers-New Brunswick	$78,226	33.2%	22.7%
2.	SUNY-Buffalo	$72,795	24.0%	14.2%
3.	Connecticutt-Storrs	$72,562	23.6%	13.8%
4.	Minnesota	$67,693	15.3%	6.2%
5.	Michigan State	$66,465	13.2%	4.2%
6.	Maryland-College Park	$66,430	13.1%	4.2%
7.	Wisconsin	$65,606	11.7%	2.9%
8.	Rhode Island	$65,500	11.6%	2.7%
9.	Purdue	$65,410	11.4%	2.6%
10.	Ohio State-Columbus	$65,243	11.1%	2.3%
11.	Delaware	$65,092	10.9%	2.1%
12.	Massachusetts-Amherst	$64,790	10.3%	1.6%
13.	Hawaii (TOP QUARTILE)	$63,765	8.6%	0.0%
14.	Iowa State	$63,166	7.6%	-0.9%
15.	California-Davis	$62,844	7.0%	-1.4%
16.	Virginia Tech	$62,809	7.0%	-1.5%
17.	Alaska-Fairbanks	$62,464	6.4%	-2.0%
18.	Florida-Gainesville	$62,309	6.1%	-2.3%
19.	Penn State	$61,945	5.5%	-2.9%
20.	Illinois-Urbana	$61,572	4.9%	-3.4%
21.	Kentucky	$60,517	3.1%	-5.1%
22.	Vermont	$60,185	2.5%	-5.6%
23.	N C State	$60,035	2.2%	-5.9%
24.	Arizona	$59,213	0.8%	-7.1%
25.	Texas A&M	$58,933	0.4%	-7.6%
26.	Nebraska (MEDIAN)	$58,719	0.0%	-7.9%
27.	Tennessee	$57,723	-1.7%	-9.5%
28.	Colorado State	$57,717	-1.7%	-9.5%
29.	Georgia	$56,907	-3.1%	-10.8%
30.	Louisiana State	$56,235	-4.2%	-11.8%
31.	Oregon State	$56,188	-4.3%	-11.9%
32.	NEVADA-RENO	$56,064	-4.5%	-12.1%
33.	New Hampshire	$56,048	-4.6%	-12.1%
34.	Oklahoma State	$55,596	-5.3%	-12.8%
35.	Washington State	$54,618	-7.0%	-14.3%
36.	Clemson	$54,578	-7.1%	-14.4%
37.	Maine-Orono	$54,026	-8.0%	-15.3%
38.	Wyoming	$53,941	-8.1%	-15.4%
39.	NEVADA-LAS VEGAS	$52,464	-10.7%	-17.7%
40.	Idaho	$52,245	-11.0%	-18.1%
41.	Arkansas	$51,958	-11.5%	-18.5%
42.	Kansas State	$51,821	-11.8%	-18.7%
43.	Auburn	$51,202	-12.8%	-19.7%
44.	Missouri-Columbia	$50,190	-14.5%	-21.3%
45.	Utah State	$50,031	-14.8%	-21.5%
46.	West Virginia	$49,935	-15.0%	-21.7%
47.	New Mexico State	$49,665	-15.4%	-22.1%
48.	Montana State	$47,977	-18.3%	-24.8%
49.	Mississippi State	$47,165	-19.7%	-26.0%
50.	North Dakota State	$45,175	-23.1%	-29.2%
51.	South Dakota State	$40,382	-31.2%	-36.7%

ACADEMIC FACULTY SALARY STUDY FOR 1991-92

MEDIUM-ENROLLMENT URBAN COMMUNITY COLLEGES

Introduction

This study covers faculty salaries for 42 community colleges and compensation for 40 community colleges. Results of the study may be found in two sections. Section A covers results of the entire national sample. Section B covers Nevada results. Complete rankings of all institutions may be found on pages 17 and 18.

The sample includes 42 medium-enrollment community colleges located in urban areas. Medium-enrollment is defined as between 4,000 and 25,000 total students for headcount enrollment. Urban areas are those with a population of 100,000 or more residents. Both of Nevada's medium-enrollment urban community colleges, Community College of Southern Nevada and Truckee Meadows Community College, are included in the sample. While Northern Nevada Community College and Western Nevada Community College are not eligible for the medium-enrollment urban classification, data for both institutions are listed in the tables for comparison purposes.

Data were requested from a sample of 47 community colleges first used by Blatz and Dobra[2] in A Comparative Analysis of Faculty Compensation at Medium-Enrollment Urban Community Colleges, published in 1990. Through the American Association of University Professors' (AAUP) survey published annually in Academe magazine, data

---

[2] Robert E. Blatz, Jr. and John L. Dobra, "A Comparative Analysis of Faculty Compensation at Medium-Enrollment Urban Community Colleges," Bureau of Business and Economic Research, University of Nevada, Reno, (April 1986), (May 1988), (June 1990).

were obtained for the majority of the colleges (many colleges, however, did not complete the survey). The remaining colleges were contacted in an attempt to get the salary and compensation information that they would have submitted to AAUP. The results of this process produced data from 42 of the original 47 community colleges for faculty salaries and from 40 of the 47 for faculty compensation.

Blatz and Dobra also utilized AAUP data for their unadjusted salary and compensation figures in previous studies. This particular study draws comparisons with the findings in, and utilizes data from, those previous surveys. Salary and compensation figures for each institution in the sample are averages for faculty at all ranks.

Section A– Salary Study Results, National

Table 1 shows salary and compensation information of highest average salary, top quartile, mean, median, and lowest average salary for 1991-92 as well as for 1989-90, 1987-88, and 1985-86. The average salary of the 1991-92 sample increased 10.3% from the 1989-90 averages. For compensation, the average of the sample increased 11.6%.

As Table 1 shows the highest average salary in the 1991-92 sample was $54,800 from San Joaquin Delta College, a percentage increase of 14.4% from the highest average salary in 1989-90. The top quartile salary of the sample was $43,500, a percentage increase of 6.9% over the top quartile salary in 1989-90. The median salary of the sample was $39,200, a percentage increase of 7.7% over the median in 1989-90. The lowest average salary, that of Midlands Technical College, was $27,800, a percentage increase of 7.7% over the lowest average salary in the 1989-90 sample.

As Table 1 shows the highest average compensation in the 1991-92 sample was

TABLE ONE: SALARY AND COMPENSATION STATISTICS
1991-92, 1989-90, 1987-88, AND 1985-86

SALARY

		Institution	Salary
1991-92	HIGH	San Joaquin Delta CC	$54,800
	TOP QTL	Mt. View CC	$43,500
	MEAN		$39,500
	MEDIAN	Kapiolani CC/Fla. CC	$39,200
	LOW	Midlands Tech CC	$27,900
1989-90	HIGH	San Joaquin Delta CC	$47,900
	TOP QTL	Milwaukee Area Tech CC	$40,700
	MEAN		$35,800
	MEDIAN	Mt. Hood CC	$36,400
	LOW	Hinds CC	$25,900
1987-88	HIGH	San Joaquin Delta CC	$46,000
	TOP QTL	Madison Area Tech CC	$35,300
	MEAN		$32,300
	MEDIAN	CC of Southern Nevada	$31,600
	LOW	Hinds CC	$21,900
1985-86	HIGH	Anchorage CC	$45,300
	TOP QTL	San Bernadino Valley	$33,400
	MEAN		$29,600
	MEDIAN	Jefferson State CC	$29,200
	LOW	E. Iowa CC Dist.	$20,000

TABLE ONE Continued: SALARY AND COMPENSATION CHARACTERISTICS
1985-86, 1987-88, 1989-90 AND 1991-92

COMPENSATION

		Institution	Compensation
1991-92	HIGH	San Joaquin Delta CC	$68,000
	TOP QTL	Lakewood CC	$56,400
	MEAN		$49,200
	MEDIAN	Honolulu CC	$49,900
	LOW	Midland Tech CC	$34,800
1989-90	HIGH	Schoolcraft CC	$57,400
	TOP QTL	North Hennepin CC	$50,900
	MEAN		$44,100
	MEDIAN	Delaware Tech CC	$44,800
	LOW	Arapahoe CC	$31,300
1987-88	HIGH	Anchorage CC	$60,000
	TOP QTL	Normandale CC	$43,600
	MEAN		$39,300
	MEDIAN	Cabrillo CC	$39,300
	LOW	Hinds CC	$26,500
1985-86	HIGH	Anchorage CC	$55,500
	TOP QTL	W. Vallet Jt. CC	$40,200
	MEAN		$35,900
	MEDIAN	Johnson Co. CC	$35,700
	LOW	E. Iowa CC Dist.	$24,200

$68,000 from San Joaquin Delta College, a percentage increase of 18.5% from the highest average compensation in 1989-90. Lakewood Community College reported the top quartile compensation of $56,400, a percentage increase of 10.8% from the top quartile compensation in 1989-90. The median compensation of $49,900, that of Honolulu Community College, is a percentage increase of 11.4% from the median compensation in 1989-90. Midland Technical College, at $34,800, was the low compensation institution, a percentage increase of 11.2% from the lowest average compensation in 1989-90. Complete rankings of all institutions may be found on pages 17 and 18.

Section B: Salary Study Results, Nevada

Table 2 shows salary and compensation characteristics of salary, percentage change, and ranking in the sample for both of Nevada's medium-enrollment urban community colleges, Community College of Southern Nevada and Truckee Meadows Community College. Data for Northern Nevada Community College and Western Nevada Community College, while outside the sample criteria, are listed in the tables for comparison purposes. Between 1989-90 and 1991-92, the CCSN average salary increased by 13.7% and the average compensation increased by 15.8%. In the ranking of the sample, CCSN was ranked 27th out of 42 colleges in salary and 28th out of 40 in compensation. It should be noted that the 1991-92 rankings are not exactly comparable with the 1989-90 rankings because the 1989-90 sample had 47 colleges.

Between 1989-90 and 1991-92, the TMCC average salary increased 9.2% and the average compensation increased 7.7%. In the ranking of the sample, TMCC was ranked

TABLE TWO: NEVADA SALARY AND COMPENSATION CHARACTERISTICS
1985-86, 1987-88, 1989-90 AND 1991-92

	85-86	87-88	89-90	91-92
CCSN				
SALARY	$28,400	$31,600	$32,900	$37,400
% Change	-------	11.3%	4.1%	13.7%
Rank	29	24	32	27
COMP	$32,200	$37,000	$38,500	$44,600
% Change	-------	14.9%	4.1%	15.8%
Rank	37	32	36	28
TMCC				
SALARY	$27,700	$30,600	$34,800	$38,000
% Change	-------	10.5%	13.7%	9.2%
Rank	30	32	29	26
COMP	$32,500	$36,200	$41,400	$44,600
% Change	-------	11.4%	14.4%	7.7%
Rank	36	33	30	28
NNCC				
SALARY	$24,900	$27,300	$28,200	$36,100
% Change	------	9.6%	3.3%	28.0%
Rank	N/A	N/A	N/A	N/A
COMP	$31,400	N/A	$33,400	$43,500
% Change	------	------	------	30.2%
Rank	N/A	N/A	N/A	N/A
WNCC				
SALARY	$26,600	$31,400	$33,100	$39,200
% Change	------	18.0%	5.4%	18.4%
Rank	N/A	N/A	N/A	N/A
COMP	$31,000	$37,000	$38,100	$46,700
% Change	------	19.4%	3.0%	22.6%
Rank	N/A	N/A	N/A	N/A

26th out of 42 colleges in salary and 28th out of 40 in compensation. Again, the 1991-92 rankings are not exactly comparable to the 1989-90 rankings for the reasons stated above.

91-92 Community College
Faculty Salaries

	Community College	Salary	% Above or Below Median	% Above or Below Top Qtl
1.	San Joaquin Delta CC (CA)	$54,800	40.0%	24.5%
2.	San Bernadino CC (CA)	$49,000	25.2%	11.4%
3.	Schoolcraft College (MI)	$48,200	23.1%	9.6%
4.	Maricopa CC District (AZ)	$47,800	22.1%	8.6%
5.	Santa Barbara CC (CA)	$46,500	18.8%	5.7%
6.	Grand Rapids CC (MI)	$45,700	16.7%	3.9%
7.	Milwaukee Area Tech CC	$45,400	16.0%	3.2%
8.	C.S. Mott CC (MI)	$45,200	15.5%	2.7%
8.	Lakeland CC (OH)	$45,200	15.5%	2.7%
10.	Eastfield College (TX)	$44,500	13.7%	1.1%
11.	Mt. View CC (TX) (TOP QTL)	$43,500	11.1%	0.0%
11.	Normandale CC (MN)	$43,500	11.1%	0.0%
13.	Joliet JC (IL)	$43,200	10.3%	-1.8%
14.	Cabrillo College (CA)	$42,900	9.6%	-2.5%
15.	Lakewood CC (MN)	$42,800	9.3%	-2.7%
15.	North Hennepin CC (MN)	$42,800	9.3%	-2.7%
17.	North Lake College (TX)	$42,700	9.1%	-3.0%
18.	Inver Hills CC (MN)	$41,800	6.8%	-5.0%
19.	Honolulu CC (HI)	$41,400	5.8%	-5.9%
20.	Cincinatti Tech College (OH)	$40,700	4.0%	-7.5%
21.	Kapiolani CC (HI)	$39,600	1.2%	-10.0%
	Western Nevada CC (NV)*	$39,200	0.1%	-10.9%
	MEDIAN	$39,150		
22.	Florida CC Jacksonville (FL)	$38,700	-1.2%	-12.1%
22.	Prairie State CC (IL)	$38,700	-1.2%	-12.1%
24.	St. Petersburg JC (FL)	$38,500	-1.7%	-12.5%
25.	Johnson County CC (KS)	$38,300	-2.2%	-13.0%
26.	Truckee Meadows CC (NV)	$38,000	-2.9%	-13.6%
27.	CC of Southern Nevada (NV)	$37,400	-4.5%	-15.0%
28.	Utah Valley CC (UT)	$37,300	-4.7%	-15.2%
29.	Portland CC (OR)	$36,300	-7.3%	-17.5%
	Northern Nevada CC (NV)*	$36,100	-7.8%	-18.0%
30.	Mount Hood CC (OR)	$36,100	-7.8%	-18.0%
30.	Tallahassee CC (FL)	$36,100	-7.8%	-18.0%
32.	Metropolitan CC Dist (MO)	$35,800	-8.6%	-21.6%
33.	Lane County CC (OR)	$34,500	-11.9%	-21.6%
34.	Tulsa JC (OK)	$34,400	-12.1%	-21.8%
35.	Jefferson State CC (AL)	$33,800	-13.7%	-23.2%
36.	Oklahoma City CC (OK)	$31,600	-19.3%	-28.2%
37.	Eastern Iowa CC Dist (IA)	$31,400	-19.8%	-28.6%
38.	Front Range CC (CO)	$30,700	-21.6%	-30.2%
39.	Arapahoe CC (CO)	$30,000	-23.4%	-31.8%
40.	Hinds CC (MS)	$28,400	-27.5%	-35.5%
41.	Metropolitan CC (NE)	$28,000	-28.5%	-36.4%
42.	Midlands Tech College (SC)	$27,900	-28.7%	-36.6%

* = Not in comparison group because outside criteria

91-92 Community College
Compensation

	Community College	Comp	% Above or Below Median	% Above or Below Top Qtl
1.	San Joaquin Delta CC (CA)	$68,000	36.3%	20.6%
2.	Schoolcraft College (MI)	$63,300	26.9%	12.2%
3.	Milwaukee Area Tech CC (WI)	$62,100	24.4%	10.1%
4.	C.S. Mott CC (MI)	$59,700	19.6%	5.9%
5.	San Bernadino CC (CA)	$59,100	18.4%	4.8%
6.	Normandale CC (MN)	$57,200	14.6%	1.4%
7.	Grand Rapids CC (MI)	$57,100	14.4%	1.2%
8.	Maricopa CC Dist (AZ)	$56,900	14.0%	0.9%
9.	North Hennepin CC (MN)	$56,500	13.2%	0.2%
10.	Lakewood CC (MN) TOP QTL	$56,400	13.0%	0.0%
11.	Santa Barbara CC (CA)	$56,000	12.2%	-0.7%
12.	Inver Hills CC (MN)	$55,200	10.6%	-2.1%
13.	Cabrillo College (CA)	$51,800	3.8%	-8.2%
14.	Eastfield College (TX)	$51,300	2.8%	-9.0%
15.	Florida CC Jacksonville (FL)	$51,100	2.4%	-9.4%
16.	Joliet JC (IL)	$51,000	2.2%	-9.6%
17.	Cincinatti Tech College (OH)	$50,300	0.8%	-10.8%
18.	Mountain View College (TX)	$50,200	0.6%	-11.0%
19.	St. Petersburg JC (FL)	$50,000	0.2%	-11.3%
20.	Honolulu CC (HI) MEDIAN	$49,900	0.0%	-11.5%
21.	Mount Hood CC (OR)	$49,800	-0.2%	-11.7%
22.	Portland CC (OR)	$49,500	-0.8%	-12.2%
23.	North Lake College (TX)	$49,300	-1.2%	-12.6%
24.	Johnson County CC (KS)	$49,200	-1.4%	-12.8%
25.	Utah Valley CC (UT)	$48,000	-3.8%	-14.9%
26.	Kapiolani CC (HI)	$47,900	-4.0%	-15.1%
26.	Lane County CC (OR)	$47,900	-4.0%	-15.1%
	Western Nevada CC (NV)*	$46,700	-6.4%	-17.2%
28.	CC of Southern Nevada (NV)	$44,600	-10.6%	-20.9%
28.	Truckee Meadows CC (NV)	$44,600	-10.6%	-20.9%
30.	Metropolitan CC Dist (MO)	$43,700	-12.4%	-22.5%
	Northern Nevada CC (NV)*	$43,500	-12.8%	-22.9%
31.	Tulsa JC (OK)	$41,800	-16.2%	-25.9%
32.	Prairie State CC (IL)	$40,600	-18.6%	-28.0%
33.	Jefferson State CC (AL)	$40,300	-19.2%	-28.6%
33.	Oklahoma City CC (OK)	$40,300	-19.2%	-28.6%
35.	Eastern Iowa CC Dist (IA)	$38,600	-22.7%	-31.6%
36.	Front Range CC (CO)	$36,400	-27.1%	-35.5%
37.	Arapahoe CC (CO)	$36,300	-27.1%	-35.6%
38.	Hinds CC (MS)	$35,100	-29.7%	-38.1%
39.	Metropolitan CC (NE)	$34,900	-30.1%	-38.1%
40.	Midland Tech College (SC)	$34,800	-30.3%	-38.3%

* = Not in comparison group
because outside criteria